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Northern Region News

A Newsletter for Employees and Retirees

ISSUE 2

February 1996

Leave Sharing

Employees "Share" 1,507 Hours Leave in Fiscal Year '95

by Larry Lackner, Personnel Assistant,
RO Personnel Management

Last year (fiscal '95) Northern Region employees "shared" 1,507 hours of annual leave with needy Forest Service employees in this and other regions.

Under the provisions of the Federal Leave Sharing Amendments Act, Federal employees can donate annual leave to other employees with medical emergencies and are in need of leave.

The program grew out of experimental legislation, Federal Employee Leave Sharing Act of 1988. Leave sharing and leave bank programs operated under the experimental legislation from 1988 until the present leave sharing program was established in 1990.

The number of hours of "shared" leave contributed in R-1 has increased every year since the program was initiated in 1990.

The program has proven a benefit to two groups of employees: (a) those who have exhausted their annual and sick leave; and (b) those employees who are approaching the end of the leave year with more than the 240 hours of annual leave they can carry

Two Llamas part of Trail Crew On Spotted Bear Ranger District



by Boyd Malloy,
Spotted Bear RD,
Flathead NF

Matthew Graf, Bret Hensley and two llamas serve as the Spotted Bear RD trail crew.

"We use only hand tools in this wilderness range work," Graf points out, "and since the llamas can carry only about 80 pounds each, we backpack all of our own personal equipment for these 10-day hitches."

Bret Hensley is six units short of a master's degree in accounting from the University of Montana in Missoula. He is a self-sufficient, reliable, team worker who will soon be in the job market.

In changing of the guard, Matthew Graf is now in his freshman year at the University of Montana. He has had two previous seasons of volunteer work under his belt before the 1995 paid season as a Forest Service employee.

"Part of our job is to assess impact on campsites and gather feedback on our performance from travelers in the Forest," according to

over to the next calendar year. Employees can "share" (give) only annual leave.

Employees can not "share" sick leave. A list of qualified leave recipients is maintained in the RO Personnel Management Office (406-329-3515) or L.Lackner:R01A.

Employees wishing to give annual leave to another employee on the qualified leave recipient list, need only complete a Leave Transfer Program/Donor Application form



Matthew Graf, Bret Hensley and "T.B.", one of two llamas they used last summer as part of their work with the Spotted Bear Resource Crew in the Bob Marshall Wilderness Complex of Western Montana.

Photo by Boyd Malloy

Hensley. "We also do heavy trail maintenance and light construction work. Our work takes us into the Bob Marshall Wilderness Complex, east to the Chinese Wall and the Continental Divide. In essence, we shovel, saw, ax and whack our way to the boundary of the Lewis & Clark NF which is headquartered in Great Falls, my home town."

This team's very light impact on the terrain requires a trade-off. Hensley and Graf must travel light. They dehydrate their own vegetables and carry no canned goods, fresh fruits, fresh vegetables or meat, due to the weight of such products and the absence of refrigeration.

The fresh air and exercise kept them feeling fit.

(No. AD-1043), available from the Personnel Management staff on Forests, Districts and Regional Office.

Employees can not transfer (share) more than one-half of the annual leave they earn in any calendar year, unless a waiver of this limitation is approved. For more information about the leave sharing program, contact your Personnel Management office.

Elk City, Idaho, Receives One of Six National Awards *"Working for Rural America"*

by Lois Peterson, Nez Perce NF,
SO Engineering, Grangeville, Idaho

There's a rare bird festival in Michigan that has the Sprit. Prospect, Oregon, has the Spirit for dealing with a highway bypass and another Oregon town was recognized for hosting a cycling event. In California an historic railroad depot has the Sprit, as do communities in the Greater Yellowstone Area for developing a construction regulations handbook.

In the Northern Region, the Elk City Area Alliance (ECAA) received one of the six National Rural Community Assistance Spirit Awards given to Forest Service units or communities who have initiated activities in the "spirit" of the Forest Service strategy of "Working Together for Rural America". The \$5,000 that comes with the award is funded through the Farm Bill.

The ECAA, formerly the Elk City Booster Club, was nominated by the Nez Perce National Forest in recognition of ECAA's leadership and extraordinary effort to further rural development and economic diversity in the central Idaho towns of Elk City, Red River, Dixie, Orogrande and Golden.

The total population of the five towns is less than 1,000. But these communities pulled together to begin solving the economic problems that came with the decline in mining and timber harvesting in the area.

You've heard of endangered species? Well, when Elk City was listed as an "Endangered Community" by the Association of Counties, the ECAA was spurred to action.

They began with the Plan.

Jim Wiebush, retired Elk City District Ranger, noted that many dedicated volunteers spent a lot of evenings in the basement at the District Ranger Station, developing a highly respected Community Action Plan. Their top priority, eventually, became a medical clinic for this remote area.

The ECAA sought a variety of grants to help buy land and begin construction on the \$130,000 project. Then local folks volunteered their time and skills to do everything from putting insulation in the roof to installing the heating system. The clinic is scheduled to open its doors later this winter. And if you have some spare time and the spirit, there's still an opportunity to put on siding!



Before moving to the Prescott National Forest, Mike King, former Nez Perce NF Supervisor (right), presented a national award to Elk City Area Alliance President Mike Edmondson (left), and ECAA supporter, Earl Sherrer (center).

Photo by Lois Peterson

"Envirothon"

Resource Education Program Reaching Out To Teenagers

There seem to be many natural resource education programs aimed at children—small children. One of the few programs which targets teenagers is Envirothon, a nation-wide initiative sponsored by conservation districts. Envirothon tests student knowledge in the fields of soils, aquatics, forestry, and wildlife. A fifth field of testing changes annually and varies from state to state. Five-person teams, sponsored by local conservation districts, are tested in these subject areas as they rotate through outdoor testing stations.

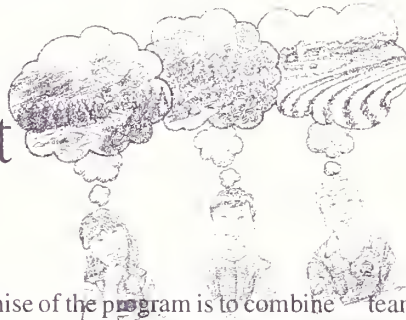
The premise of the program is to combine the proven concept of hands-on education with the excitement of a good competition and the enjoyment of a day in the outdoors.

Montana's first State-wide Envirothon competition will be April 18-19 in Lewistown. The State's 1996 special resource issue is noxious weeds. Idaho's theme is range. The Idaho State competition will be April 26-27 in Caldwell.

Those interested in the Envirothon competition can work with local community

teams and educators in planning activities such as field days, presentations, classroom training, and other activities that take place throughout the school year. The end result is that preparation for the competition benefits the entire classroom as well as the teaching team members.

For additional information, contact Julia Bitz, Montana Envirothon Coordinator, Fort Benton, MT (406) 622-5627; or Tamra Cikaitota, Idaho Envirothon Coordinator, St. Anthony, ID (208) 624-3341.



by Gloria Weisgerber,
Public Affairs Specialist,
RO Public Affairs Office



Regional Forester Meets With Forest Service Retirees

Jim Freeman (right), president of the Northern Rocky Mountain Retirees Association, visits with Regional Forester Hal Salwasser at the NRMRA's November meeting in Missoula.

Regional Forester Hal Salwasser met with the Northern Rocky Mountain Retirees Association at their November meeting in Missoula.

Salwasser spoke to the Forest Service retirees about the work of the regional leadership team; the regional emphasis project; restoring and building community relations and confidence; good public service; the timber salvage program; forest health; the regional fire management program; oil and gas leasing and development; mine development and mine

reclamation; wilderness stewardship; land exchanges; updating of forest plans; grazing permit reissuing; ranger district and forest consolidation; reinvention of Forest Service; downsizing and restructuring R0 and National Forest staffs; improving working relationships in North Dakota.

Following his luncheon talk, Salwasser fielded a wide range of questions from the retirees.

James H. Freeman, Victor, MT., is president of the Retirees Association. The NRMRA meets on the first Wednesday of

each month at noon at the Country Harvest Buffet restaurant in the South Gate Mall in Missoula.

In 1991, the National Forest Service Centennial Year, there was a national reunion of retirees at Glenwood Springs, Colorado. At that time it was agreed that the Forest Service old timers would have a reunion every five years.

The Intermountain Old Timers are hosting the 1996 reunion, Sept. 9-11, at Park City, Utah. For details, contact Stan Tixier, 5538 E. 2300 N. Eden, Utah 84310; telephone (801) 745-4121.

Forest Service, Salish-Kootenai Tribal Council Plan Multi-Regional Tribal Relations Workshop

Regional Forester Hal Salwasser, Ira Jones, R-1 Tribal Government Relations Specialist, and Gary McLean, Heritage Resource Officer, Flathead NF, met November 28 with the Confederated Salish-Kootenai Tribal Council in Pablo, Montana.

In his talk to the Council, Salwasser affirmed the Forest Service's commitment to working with Indian Tribes throughout the Northern Region on a government-to-government basis.

He explained that the Region plans to host a multi-Regional workshop this spring on tribal relations. The workshop, April 29-May 1, will be at the Tribe's KwaTaqNuk resort on Flathead Lake at Polson, Montana.

Salwasser acknowledged, "We in the Forest Service have a lot to learn from your experience and philosophy and about

your treaty rights". He asked if the Salish-Kootenai Tribal Council would be interested in co-hosting a tribal relations workshop. The Council accepted Salwasser's invitation and assigned two Tribal officials, Ralph Goode, Tribal Forestry, and Sam Morigeau, Tribal Lands, to work with Jones and McLean in planning and conducting the workshop for Forest Service Regions in the West.

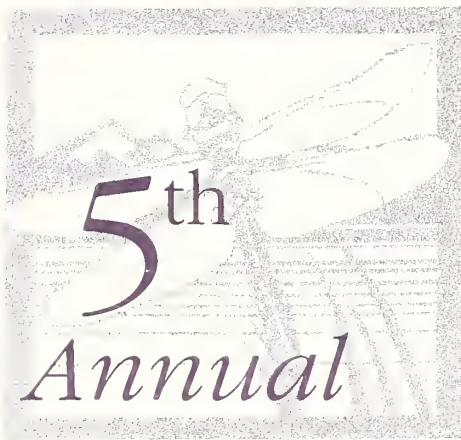
Salwasser told the Confederated Salish-Kootenai Tribal Council that he would like to see more two-way cooperation between the Northern Region and the Tribes on ecosystem management on the Reservations and National Forests. The Council members expressed their appreciation for Salwasser attending the Council meeting and affirming the Region's commitment to work with the Indian Tribes.

by Gary McLean, Forest Archeologist, Flathead National Forest, Kalispell, Montana



Regional Forester Hal Salwasser talks with the Salish-Kootenai Tribal Council at their November 28 meeting in Pablo, Montana.

Photo by Bernie Azure, CHAR-KOOSTA NEWS, official news publication of the Flathead Indian Nation, Pablo, Montana.



Environmental Education Conference, March 8-9-10

by J.L. Jones,
District Trail
Coordinator,
Townsend,
(Montana)
RD, Helena,
National
Forest

"**A** Shared Land: Exploring Diverse Communities" is the theme of the 5th annual Montana Environmental Education Conference, March 8-9-10, at KwaTaqNuk Lodge on Flathead Bay, Polson, Montana.

Plan to attend and discover the diversity of Montana's landscape: cultural, biological, and geographical.

Featured speaker will be Dr. Patrick Weasel Head, Director of Research & Development for the Program of Indian Education, Northwest Regional Education Laboratories, Portland, Oregon.

The conference includes silent and live auctions, environmental education awards, field trips, and workshops. A smorgasboard of entertainment will be provided by renowned performer Denny Olson, from Idaho, who does historic interpretive storytelling, combining, science, humor and drama.

For details about conference fees, registration, program details, "Make It & Take Sessions," presenters and exhibits, telephone Mary Anne Totten, Three Forks, MT, (406) 285-6964.

Horsemen, Sportsmen Join Forest Service In Building Access Trail



Volunteer workers at the new trailhead sign on the Spruce Creek Trail in the Belt Mountains in the Helena National Forest.

It was a scorching 95 degrees last August along a portion of the Spruce Creek Trail in the Big Belt Mountains northeast of Townsend, Montana.

Volunteers from the Last Chance Back Country Horsemen and Prickly Pear Sportsman Association had joined Forest Service volunteers in completing the construction of the trail access to a portion of the Helena National Forest. The volunteers built approximately 1,200 feet of trail that now provides clearly-marked public access to a portion of the National Forest that had been difficult to reach because of poorly defined property boundaries.

They built the first quarter mile of trail. Then went on and worked on another segment that was not expected to be accomplished. The volunteers completed

the entire trail and installed all of the signs, including the trailhead sign and a gate at the end of the trail.

In addition to their volunteer work, the Prickly Pear Sportman Association donated \$500 toward the purchase of a trailhead sign that includes a map showing intermingled land ownership in the area and alerts hikers that "Spruce Creek Trail passes close to private lands. Please respect the rights of private landowners."

As a result of the dedication and cooperative efforts of volunteers from the Last Chance Back Country Horsemen, the Prickly Pear Sportsmen Association and the Townsend RD, the public can enjoy convenient access to a large and beautiful area of the Helena National Forest.

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Chief, Forest Service, USDA,
P.O. Box 96090,
Washington, DC 20090-6090.



Debbie Austin, acting supervisor of the Deerlodge NF, presents an award to **Bob Wintergerst**, Philipsburg RD, Deerlodge NF.



(Left): **Mark Simonich**, Director of the Montana Department of Environmental Quality, spoke at the reclamation ceremony. The Montana Abandoned Mine Reclamation Bureau is in the Montana Department of Environmental Quality.

(Right): **Cris Paßbausen** of MSE accepts an award recognizing the company's work on the reclamation project at the Brooklyn Mine-Mill.



(Left): **Rusty Shepard** of ERI, the company that designed the project, accepts an award in recognition of ERI's work.

Photos by
Jack de Golia

Deerlodge NF, State Join in Reclamation On Brooklyn Mine/Mill

by Jack de Golia, Public Affairs Office,
Beaverhead-Deerlodge National Forests.

The Montana Department of Environmental Quality, Abandoned Mine Reclamation Bureau (DEQ/ AMRB), and the Deerlodge NF have joined in a cooperative reclamation project at the Brooklyn mine and mill site, two miles southeast of the old ghost town of Princeton in southwestern Montana's Granite County.

Work is being completed on reclaiming waste piles and other ground disturbances around the abandoned mine and mill to reduce health hazards from heavy metals and threats to the local watershed and fisheries.

Brooklyn mine was first located in 1907 by Peter Shear. The mine yielded silver, lead and zinc. The mine operated for 65 years, 1907-1972. Ore was taken from five adits (horizontal mine openings). The owners built a mill at the mine in 1916, but it didn't prove economical to operate.

When the need to reclaim the area became apparent, the agencies searched for the owners, but found that the companies that caused the major problems were no longer in business. Because the mine is on National Forest land, State and Federal funds were used to finance the reclamation work.

Finely ground mill tailings and mine waste rock, containing heavy metals and acid-generating pyrite, remained piled around the site after mining ended. Rainfall and melting snow eroded the piles, moving much of the waste into Boulder Creek. One large pile lay right next to the creek, and the creek undercut it, worsening the problem.

In 1990, a major rainstorm caused tailings ponds to breach, opened a direct path to the creek for the tailings waste. The waste contains heavy metals, including lead, zinc, arsenic, and cadmium. After the ponds were breached, rain water carried toxic material to the creek with every storm. All of this

posed a hazard to human health and adversely affected fisheries in Boulder Creek. The creek provides important habitat for westslope cutthroat and bull trout.

The Forest Service and the Abandoned Mine Reclamation Bureau entered into an agreement in 1994 to reclaim the Brooklyn mine site. That year officials developed a plan for removing the mill tailings as well as the large waste-rock dump next to Boulder Creek. The remaining waste rock piles also contain heavy metals. They would be contoured, neutralized, seeded and planted with native vegetation.

In June 1995, the reclamation contract was awarded to Environmental Reclamation Northwest, a consortium of MSE of Butte, Montana and Environmental Reclamation of Wallace, Idaho. The work started in July and was completed in mid-October 1995. The reclamation involved expertise from both the USDA Forest Service and the MDEQ/ AMRB. Both agencies oversaw the reclamation. State and Federal cooperation was key to the successful cleanup.



Bob Wintergerst, reclamation specialist, Philipsburg RD, Deerlodge NF, explains the history of the Brooklyn Mine cleanup and reclamation.

Do We Call 'em "Timberjumpers"?

by Steve Petro, Forester,
Clearwater NF, Orofino, Idaho

Forest Service Smokejumpers based in Grangeville, Idaho, are a talented group of people with diverse skills.

Brett Bittenbender, Tim Tevebaugh, Chris Hertel, Robin Embry, Chris Young, Willie Kelly, and Brian Ahshapanek were detailed to the Clearwater NF

in October as timber cruisers. Zone check cruiser Ed Ditunno put the jumpers through a week of intensive cruiser training. Then the "timberjumpers" went to work.

From October 10 to December 18, the jumpers teamed up with Clearwater NF timber people to mark and cruise, traverse and run profiles on 14 million board feet of timber for sales being prepared on the Pierce and Palouse Ranger Districts.

This was a significant contribution to the Clearwater NF's timber program.

We on the Clearwater Forest appreciate the Grangeville-based Smokejumpers'

dedication, willingness to learn, their work ethic and unfailing good humor. They worked long hours, including weekends, in adverse weather conditions on tough ground to "Get The Job Done!"

Smokejumper foreman Pat Wilson and sales group leader Steve Petro are negotiating a work schedule for more timber cruising this spring and next fall. This cooperative effort builds depth into the organization, may open new career paths for smokejumpers and makes a significant contribution to accomplishing program goals.

Best of all, it was fun for everyone!

Blackfeet Special Projects Crew Participates in Flood Cleanup On North Fork of Flathead River

by Leah Zika, Information Assistant,
Glacier View RD, Columbia Falls, Montana

A pickup truck, flatbed trailer, propane refrigerator, propane tanks, bed springs, and mattresses were just a few of the items in the more than 90 cubic yards of debris pulled from the North Fork of the Flathead river, during a cleanup effort involving the Flathead National Forest, Glacier National Park, and a Blackfeet Special Projects Crew last summer.

The majority of the collected debris washed down from Moose City at the Montana-Canada line in June. The flooding reduced the total land base at Moose City by 3.5 acres. Four cabins were lost to the rushing water. Crews recovered a passport, a college diploma and a wedding ring that belonged to a resident of one of the cabins.

Twenty-nine individuals worked on the injury-free cleanup that included 100 individual river fords, 13 helicopter loads and a makeshift barge. The two-week project covered approximately 40 miles, from the Canadian border south to Camas bridge.



(Left):
Blackfeet special
project crew.



(Above): Holly Haugen and Kraig Lang used a raft to move some of the flood debris. Photos by Deb Manley.

Joint incident commanders Deb Manley, Glacier View Deputy District Ranger, and Roger Semler, GNP Wilderness Manager, were impressed with the dynamics of the crews and the personal interaction and cooperation with local residents. Because of the variety of skills and efforts of the individuals working on the cleanup, all of the original project goals were exceeded.

Manley said the Blackfeet crew's work was "exceptional." She said the crew was

willing to try a job that the combined agencies were not certain would work and then made it a success.

The Blackfeet Special Project Crew, led by Butch Arrow Top, is the pilot group in a program being designed to provide both quality project and/or disaster assistance and employment opportunities. The crews will be comprised of individuals trained in various areas of assistance, such as helicopter management, water quality, and Class 'C' fallers.

The summer of '53, in addition to being long ago and far away, has a place in my memory because that was the summer of a honeymoon spent in a glass house on the top of a 6,540-foot peak in the Lolo National Forest. In those days, people with limited skill and less sense believed that nothing could be finer than to commune with nature and be paid.

In full possession of my myth, my new husband and I approached Powell (Idaho) District Ranger William R. "Bud" Moore. Yes, he did have some possible openings. With light hearts, we returned to our work sites, he in a warehouse and I in a classroom. Since both of us were planning to return to the University of Montana in the fall, the prospect of three months of bucolic bliss was just great.

In a short time we received a serious job offer. We were to be 60-day appointees in the USFS' corps of scanners. After a week at the Powell Ranger Station (my husband on a trail construction-brush clearing crew; I was a kitchen helper, aka dishwasher), we were deployed to the Rocky Point lookout on 6,540-foot Rocky Point. It provided a sweeping view of several drainages. The lookout cabin was 12 feet above the rocky terrain. The glass house was furnished with standard catwalk, two thin cots, a fold-down table, a crank phone at the azimuth board and two large milk cans for water. Facilities were down the hill about 50 yards, just past a 12-foot snow bank. Water became a whole new commodity and precious. The snow bank made it possible to have fresh stuff in nature's own refrigerated condition. A spring of superb, clear water was a quarter of a mile away. My new husband was liable to soulful sighs and a whispered yearning for some cold water. He would get the canvas pack and head off, to return in a half-hour with a shrunken pack of that marvelous water. The Gods never had it so good!

Other lookouts and the ranger station were unable to contact each other. At Rocky Point, we had both a functioning phone and radio. As a result, we became a critical link in the communication chain. All the other lookouts had to do was to call in fires, requests or whatever to us and we'd relay the message via phone to the Powell Ranger Station.

But too often someone at the ranger station would leave the phone off the hook while he meandered to breakfast, lunch, dinner or... When that happened, my husband

would load up with about 100 pounds of wire, tools and stuff and head down the mountain to try to find the break or whatever was causing the problem with the phone line. I could only guess his many evil thoughts about animals and people that must have crossed his mind on his "repair trips." I learned to always have a fresh batch of my fabulous cinnamon rolls waiting when he returned. Food definitely does soothe the savage beast.

Visitors to lookouts seemed to think we were just a part of one big theme park. We got our share of visitors. The worst ones were from the flat East and they always wanted to take pictures of us natives. We got even with those who just had to try our "two holer." The porcupines had gnawed away on the seats and we'd not had time to repair them.

For a week or two that summer, lightning struck and struck and struck. We logged more than 115 separate smokes in one brief period. One memorable week the storms seemed to be centered about the lookout. The snow drift had long ago melted. There was no water. We didn't even have a truck for a craven escape.

So we did the practical thing. We panicked and called the Ranger Station. We were told a crew from Missoula would come to the lookout soon with a water truck and would help hubby put out the fires. My assignment was to stay in the lookout and take calls from other lookouts.

As long as I live, I will always remember with vivid clarity the brownies I baked by the light of those fires burning around Rocky Point lookout. It took several days to get the situation under control. And guess who was the cook for the fire crew? It made sense to let the little woman do her thing at the lookout's magnificent stove. There were no "Meals On Wheels" then. Fire pack rations were not a gourmet delight.

All of this came to an end when snow fell about the 12th of August. The fire season was over. It was time to leave. Forty-three years later, I still remember the summer at Rocky Point.

Joan Gibson Sweitzer is an older sister of Bob Gibson, R-1 retiree who now lives in Bozeman, Montana



Rocky Point Lookout sometime in the 1950s. Lookout Tom Walford is standing at the top of the steps. The lookout was rebuilt in 1963.

A Summer on Rocky Point: Looking Back 43 Years

*by Joan Gibson Sweitzer
Rocky Point Lookout, '53,
Lolo National Forest*

Beaver/Cedar Land Exchange Environmental Impact Statement

The Clearwater National Forest released a draft environmental impact statement (DEIS) in October for public comment on the proposed Beaver/Cedar Land Exchange.

The public review period for the DEIS ended December 18 and the final environmental impact statement (FEIS) will be released for public review in January or early February.

The Beaver/Cedar Land Exchange proposes the exchange of 14,232 acres of National Forest System land ("Beaver Block") for 25,075 acres of non-federal land, mostly in an area called the Cedars, and minor acreages in the Elk Creek drainage, Neva Hill, Columbia Mine, Mountain Gulch, Wunderlich and Johnson Creek areas of the Palouse RD, Clearwater NF.

Potlatch Corporation and Bennett Lumber Company own approximately 37 sections of land in the Cedars area, in the North Fork RD. The less developed portions of the Cedars area are adjacent to the Meadow Creek-Upper North Fork, Moose Mountain, and Hoodoo (Great Burn) inventoried roadless areas.

The purpose and need for the proposed exchange, are listed in the DEIS as:

- Consolidation of the checkerboard sections of the Cedars area would allow a holistic approach to ecosystem management by reducing or eliminating problems associated with intermingled ownership. The consolidation would permit better management by both the Forest Service and Potlatch Corporation.

by Bill Jones, Lands Forester,
Clearwater NF, SO, Orofino, Idaho

- Would also facilitate the management of wildlife, fisheries, vegetation, water quality and recreation by placing all under one agency.

- Would eliminate the costly processes associated with intermingled ownership, such as rights-of-way, transportation planning, land line surveys and maintenance. Acquisition of most of the Beaver Block by Potlatch Corporation would consolidate their landownership in that area.

For additional information about this proposed land exchange, contact Bill Jones in the Clearwater NF SO, 12730 Highway 12, Orofino, Idaho 83544; telephone (208) 476-4541; or contact via DG, B.Jones:R01D05A.

Accessibility Awareness

Lochsa, North Fork, Powell Districts Study Accessibility

by Randy Steiner, Persons With
Disabilities Program Manager,
Clearwater National Forest,
Orofino, Idaho

Clearwater National Forest recently took an innovative approach in promoting accessibility awareness for employees, Forest visitors and the local public. The accessibility awareness program was developed around a survey of recreational sites on the Lochsa, North Fork and Powell Ranger Districts.

Diana Jones, landscape architect and Forest accessibility coordinator, and I, as Forest Persons With Disabilities Program Manager, developed the proposal and submitted it to the Clearwater NF Human Relations Action Committee (HRAC) for review and approval.

Members of the local communities and district employee volunteers participated in the one-day awareness program. District accessibility coordinators divided the groups into teams and provided them with required measuring instruments and copies of access standards and site maps.

The first surveys were completed on the Lochsa RD. Kooskia, Idaho. Mayor Inge Stickney joined the group at the Skipping Stones picnic area. After the group surveyed the picnic area, the teams proceeded up the Lochsa River Corridor, meeting at noon to enjoy a barbecue lunch provided by HRAC at the Wilderness Gateway Campground.

Because of the success of the first survey project, another was scheduled for the North Fork RD. Everyone enjoyed the recreation accessibility survey and the hamburgers prepared at the HRAC picnic by Dean Brinkman, Forest facilities engineer.

The third one-day survey project was on the Powell RD. The volunteer group was joined by Sunny Hemphill, RO special emphasis and civil rights coordinator, and Shannon Gordon of the Idaho Department of Vocational Rehabilitation.

To a person, the participants in the recreation accessibility surveys said they learned



Randy Steiner (left) talks with Mark Klink about things to look for at Major Fenn campground, Lochsa RD.

Photo by Madelon Caren, Lochsa RD

a great deal about what is needed to make a recreation area accessible and they appreciated the opportunity to participate in taking steps to make the Forest a friendlier place and more accessible for the public.

Others who participated in the three, one-day accessibility awareness recreation surveys included: Bill Aldinger, Kim Campbell, Marion West, Kris Hazelbaker, Mark Klink, Don Polanski, Tim Lewis, Linda Lilly, Lee Clark, Jean Leith, Debbie Howard, Gayle Tucker, Madelon Caren, Robin Harbaugh, Jason Harbaugh, Zilia Lewis, Geraldine McCammon, Duane Annis, Lorinda Arsena, Karen Feary, Kathy Thompson, Kristina Perry, Cheri Jones and Paul Larsen.

Natural Resource Education Making Impact in Northern Region

by Gloria Weisgerber,
Public Affairs Specialist,
RO Public Affairs Office.

For many R-1 employees, natural resource education represents a deep commitment, which has resulted in some outstanding programs for the public.

Northern Region National Forests submitted ten nominees for the R-1 Natural Resource Education Award for 1995 for excellence in providing education programs to the public. Selected as best meeting the specific award criteria was Marcia Cross, archaeologist with the Bitterroot NF, and the Flathead Forest Family Forestry Expo. The Bitterroot and Flathead NFs each received \$500 for their conservation education programs next year.

Marcia was selected for creating, developing, and initiating the "Salish Way" Teacher Workshop. The workshop incorporated innovative and effective ways for exploring man's relationship with the land and the life it supports. Especially impressive was Marcia's holistic approach in examining the Salish response to the landscape and their environment as a whole.

The Flathead FamDy Forestry Expo was highly successful in conveying to local 5th-grade students concepts concerning the interdependence of life forms within ecosystems. The project also included outreach to families in surrounding communities.

Regional Forester Hal Salwasser announced the awards at the three-day, November 15-17, Education Conservation Leadership Conference in Missoula. Salwasser congratulated all the other nominees on the high caliber of their work. Nominees included Katie Bump, Beaverhead NF; Dellora Gauger and Lynne Rosario, Kootenai NF; Mike Hillis, Lolo NF; Kim Skylander and Ian Barlow, Nez Perce NF; Shawna Zechmann, Lewis & Clark NF; and the Region-wide Swift Wilderness Action Team.



Four natural resource education nominees: (left to right) Dellora Gauger, Fortine (Montana) RD, Kootenai NF; Mike Hillis, Lolo NF SO; Kim Skylander, Nez Perce NF SO; Lynne Rosario, Rexford RD, Eureka, MT, Kootenai NF SO.

Marcia Cross, archaeologist, Bitterroot NF, received the Northern Region's 1995 Natural Resource Education Award at the R-1 Natural Resource Education Conference in Missoula, November 15.



Flathead Family Forestry Expo, of May, 1995, Columbia Falls, Montana, received the 1995 Natural Resource Education Award at the November Natural Resource Conference. Teresa Wenum (left) and Lynne Dixon, Flathead NF SO, accepted the award plaque and the \$500 cash award for future 1996 conservation education projects.

Interagency Multicultural Festival, Civil Rights Conference, April 22-25

by Sunny Hemphill, RO Affirmative
Employment, Diversity,
Civil Rights, RO Personnel Management

Planning is proceeding for a combined Team USDA Interagency Multicultural Festival and Civil Rights Conference in Missoula, April 22-25.

The Festival/Conference program is not yet finalized. Employees, retirees, their families and other interested publics are alerted to plan to attend the sessions in the 2nd floor conference room in the Missoula Federal Building.

Employees from all U.S. Department of Agriculture agencies and interested publics are welcome. There is no charge and reservations are not required. You are welcome to any portion of the Festival/Conference or all of the five-day program. Theme of the Multicultural Festival, being organized by the R-1 Team USDA, is "Celebrating People: Contributions from Many Sources." Carole Schuft, RO Wildlife & Fisheries; Ellen Anderson, Administration; and Jan Oliver, Ecosystem Management, are cochairing the planning group.

The Conference and Festival will include cultural entertainment, discussions, a number of outstanding presenters, and opportunities for attendees to participate in the varied program. A finalized program will be available in February or March.

A complete and detailed program folder will be available next month.

Copies will be distributed to Forest Service offices and other USDA offices. The combined multicultural festival and civil rights conference will include a variety of diverse events and guest speakers. It is designed to provide opportunities for heightened awareness and understanding of our diverse, multicultural society; and to celebrate the unique contributions each individual brings to our society, particularly the USDA workplace. For additional information about the conference/festival, telephone Sunny Hemphill (406) 329-3170.

Chuck Spoon Retires

by Cheryl A. Vanderburg, Public Affairs Officer, Lolo NF.

Chuck Spoon, Resource Program Officer, Lolo National Forest, retired January 3, 1996. Spoon began his career on the Illinois Valley Ranger District, Siskiyou NF in 1959.

His career with the Forest Service included assignments on the Umpqua, Gifford Pinchot, Willamette, Mt. Baker-Snoqualmie, Okanogan, and Colville National Forests. He has served as the Resource Program Officer on the Lolo since 1979.

Chuck and his wife, Mori, will remain in the Ninemile area with plans to enjoy the recreational opportunities of the Northern Rockies.

Ed Heist Retires

36 Years Federal Service

Edward G. Heist, Environmental Policy Act specialist, RO Ecosystem Assessment & Planning Staff, retired in January after 36 years of Federal Service.

A native of Colorado, Heist is a graduate of West (Denver) High School and holds a degree in forest recreation from Colorado State University (1959).

His career included assignments on the Shoshone NF, Medicine Bow NF, Pine Ridge Job Corps Center, Chadron, Nebraska, Grand Mesa-Uncompahgre NF, and USDA Office of Inspector General. Since 1981, he has served in the R-1 headquarters in Missoula.

For the past 12 years, he has provided guidance and training on the requirements and application of the rules for the National Forest Management Act and the National Environmental Policy Act. Mr. and Mrs. Heist will continue to make their home in Missoula.

Deborah Johson, Beaverhead NF, Named District Ranger, Wasatch-Cache NF

Deborah Johnson, the geologist for the Beaverhead NF's Madison RD, has accepted an appointment as District Ranger for the Logan (Utah) RD, Wasatch-Cache NF.

She has held her current position for nearly six years. Before that, Johnson served as a geologist on both the Monticello and Moab ranger districts of the Manti-LaSal NF in Utah.

She reports to her new assignment in January. The Colorado native holds a degree in geology from Colorado State University.



Recognition Presentations

Beaverhead-Deerlodge National Forests

*Debbie Austin,
supervisor
Beaverhead-
Deerlodge NFs,
presents a Certificate
of Appreciation to
Alan Christensen for
his work as Acting
Forest Supervisor of
the Deerlodge NF.*



*Cathy Frey,
National Federation
of Federal Employees
union representative
on the Deerlodge-
Beaverhead
Leadership Team,
receives her 15-year
pin from Deerlodge
NF Acting Forest
Supervisor Alan
Christensen.*

Photos by Jack de Golia



Deborah W. Richie Receives National Watchable Wildlife Award

Deborah W. Richie, NatureWatch Coordinator, RO Wildlife & Fisheries, recently received the Forest Service's 1995 national award for outstanding achievements and contributions to the NatureWatch Program. It is the second consecutive year Richie has received the award and Servicewide recognition.



Deborah Richie accepts national Forest Service award at Watchable Wildlife Conference in Estes Park, Colorado.

The award recognizes her assistance with the national program, including her help with the national watchable wildlife conference and the development of a code of ethics for wildlife viewing.

On the Northern Region's RO Wildlife, Fisheries & Botany staff, Richie serves in a cooperative position of The Nature Conservancy and the Forest Service and coordinates the R-1 NatureWatch program. NatureWatch is the name of the Forest Service's watchable wildlife program.

Personnel Actions

BEAVERHEAD NATIONAL FOREST

Awards & Promotions

HOPPER, JOHN, equipment operator, SO, performance award
 IVERSON, LOREN, operations research analyst, SO, cash award
 JOHNSON, GEORGE, forestry technician, SO, cash award
 KOLAR, CHRISTINE, purchasing agent, SO, quality step increase
 RYAN, MIKE, forest archeologist, SO, spot award
 SIMONSEN, CRAIG, planning & operations engineer, SO, spot award
 SPEICH-FERGUSON, CATHY, civil engineering technician, SO, spot award
 SVOBODA, DANIEL, forest ecologist, SO, spot award

Resignations

GILL, MAYME, administrative officer, SO

BITTERROOT NATIONAL FOREST

Awards & Promotions

FITZPATRICK, EILEEN, information receptionist, SO, cash award
 HOPKINS, KAY, office automation clerk, Trapper Creek JCC, spot award
 KING, LINDA, resource clerk, West Fork RD, cash award
 KIRSCH JR, M J, maintenance worker, INT Fish & Wildlife, promoted to automotive mechanic, Anaconda JCC
 WELDON, LESLIE, district ranger, Stevensville RD, spot award

CUSTER NATIONAL FOREST

Awards & Promotions

BURGER, GUADALUPE, rangeland management specialist, Medora RD, temporary promotion
 PHILLIPS, KENNETH, civil engineering technician, SO, cash award
 THORNTON, MARTINA, realty specialist, Medora RD, cash award
 WASSENMILLER, CAROL, senior community service employment program enrollee, SO, cash award

New Employees

JACKSON, SHIRLEY, senior community service employment program enrollee, SO

Resignations

MCCULLOUGH, NANCY, mail & file clerk, SO
 MOTSKO, PHYLLIS, business management clerk, McKenzie RD

FLATHEAD NATIONAL FOREST

Awards & Promotions

ALLEN, KARIN, forestry technician, Spotted Bear RD, extra effort award
 AKE, KATHY, biological technician, SO, quality step increase
 BANGEMAN, DAN, civil engineer technician, SO, performance award
 CRANE, BILL, forestry technician, Hungry Horse RD, quality step increase
 DAHLGREN, GARY, supervisory forester, SO, quality step increase
 DANIELSON, SONNY, fleet assistant, SO, performance award
 DOBROCKE, KAYE, support services supervisor, Hungry Horse RD, performance award
 DRAGGOO, MICHELE, forester, Hungry Horse RD, quality step increase
 HELMRICK, DAVID, law enforcement officer, LE&I, WO, spot award
 HESS, JERRY, forestry technician, Spotted Bear RD, quality step increase
 LIESER, ED, forester, Tally Lake RD, quality step increase
 MCDEVITT, LINDA, personnel clerk, SO, performance award
 MCMILLAN, HOWARD, forestry technician, Glacier View RD, extra effort award
 MENGHINI, DENNIS, supervisory resource specialist, SO, performance award
 RICHARDSON, RODD, deputy forest supervisor, SO, quality step increase
 RUSSELL, BRAD, surveying technician, SO, spot award
 STAFFORD, JULAINE, office automation clerk, SO, spot award
 STEWART, BILLY, law enforcement officer, LE&I, WO, quality step increase
 STOUT, BERT, district ranger, Tally Lake RD, performance award
 STOKES, SHIRLEY, office automation clerk, SO, temporary promotion, information receptionist, Tally Lake RD
 SUTTON, JODY, information assistant, SO, extra effort award from WO
 TEBAY, SUE, secretary, SO, quality step increase
 THOMAS, PAT, landscape architect, SO, extra effort award
 TREAT, PATRICIA, personnel management specialist, SO, quality step increase
 UPTON, EDNA, voucher examiner, SO, performance award
 WARREN, ROYELYN, support services supervisor, SO, performance award
 WILLITS, JAN, law enforcement clerk, LE&I, WO, promotion, investigative assistant
 YARGER, DAVE, forestry technician, Hungry Horse RD, quality step increase
 YOUNG, JOEL, law enforcement officer, LE&I, WO, quality step increase

Resignations

ENSIGN, DAVE, forestry technician, Swan Lake RD, reassigned, resource information assistant
 LEISINGER, PAM, forestry technician, Swan Lake RD, reassigned, purchasing agent

GALLATIN NATIONAL FOREST

Awards & Promotions

ALDRICH, TIM, administrative officer, SO, spot award

CASSANI, STEVE, forestry technician, Bozeman RD, spot award
 CLOW, MICHAEL, forestry technician, Bozeman RD, spot award
 ELLISON, RICK, civil engineering technician, SO, cash award
 FALLING, BOB, civil engineering technician, SO, spot award
 HAYES, PAUL, civil engineering technician, SO, cash award
 HIEDEMAN, JEFF, laborer, SO, cash award
 STOWELL, LINDA, business management, Bozeman RD, spot award

HELENA NATIONAL FOREST

Awards & Promotions

BOGAERT, JIM, forestry technician, Lincoln RD, time-off award
 CANFIELD, JODIE, wildlife biologist, Townsend RD, special act award
 CARPENTER, MARVIN, forestry technician, Helena RD, spot award
 CROWDER, JUDY, computer assistant, Helena RD, spot award
 CUNEO, KURT, supervisory resource management specialist, Helena RD, performance award
 HAALAND, SHELLIE, range technician, Townsend RD, spot award
 HART, BARBARA, office services assistant, SO, special act award
 HAWKINS, DONNA, forestry technician, Lincoln RD, time-off award
 HENNESS, WILLIAM, forestry technician, Helena RD, spot award
 IHLE, BETH, geologist, Townsend RD, special act award
 LARSEN, DAVE, forestry technician, Townsend RD, performance award
 MCKENNA, CHARLES, civil engineer, SO, special act award
 MCLAUGHLIN, DOREEN, accounting technician, SO, quality step increase
 PANEK, GEORGE, forester, Lincoln RD, time-off award
 PAYNE, DAVID, forester, Helena RD, quality step increase
 TOBOL, SHARON, support service specialist, Helena RD, performance award
 TURNER, DAVID, forestry technician, Helena RD, quality step increase

IDAHO PANHANDLE NATIONAL FORESTS

Awards & Promotions

AGUILAR, PAT, S&PF, RO, promotion, deputy forest supervisor, SO

Reassignments/Transfers

GIDLUND, CARL, Region 4, reassignment, public affairs specialist, SO

KOOTENAI NATIONAL FOREST

Awards & Promotions

BERNARD, JIM, civil engineering technician, East Zone, cash award
 BEUSKENS, ROY, civil engineering technician, East Zone, cash award
 BROWN, LONIS, supervisory civil engineer, East Zone, cash award
 BULLOCK, JACK, civil engineering technician, East Zone, cash award
 CRISMON, GARY, surveying technician, SO, promotion
 EDGMON, BARBARA, personnel clerk, SO, performance award
 ETTER, LEILANI, civil engineering technician, East Zone, cash award
 GAUTREAUX, RUSS, forester, Three Rivers RD, temporary promotion, SO
 GILLAN, RITA, forestry technician, Libby RD, cash award
 GODDARD, KEN, supervisory civil engineering technician, East Zone, cash award
 HANSON, RON, civil engineering technician, East Zone, cash award
 HEDGE, JASON, custodial worker, East Zone, cash award
 HENDRICKSON, Martha, civil engineering technician, East Zone, cash award
 HERNVALL, MARY, cartographic technician, Libby RD, cash award
 HILTON, JOHN, forestry technician, Libby RD, cash award
 HOGAN, VALERIE, civil engineering technician, East Zone, cash award
 HOWARD, DAN, forestry technician, Libby RD, cash award
 HVIKZAK, RONALD, supervisory forestry technician, Rexford RD, cash award
 JACKY, STEVE, custodial worker, East Zone, cash award
 JAMES, JESSE, civil engineering technician, East Zone, cash award
 KERZMAN, NEAL, civil engineering technician, East Zone, cash award
 KREPPS, ROBERT, public affairs specialist, SO, promotion
 LAMPTON, LARRY, civil engineering technician, East Zone Engineering, temporary promotion to supervisory engineering technician
 LAMPTON, LARRY, civil engineering technician, East Zone, cash award
 LEO, GEORGE, civil engineering technician, East Zone, cash award
 MALYEVAC, ALLYSON, engineering aid, East Zone, cash award
 MCCLOSKEY-BAUER, program assistant, SO, cash award
 MCGRATH, JOHN, supervisory civil engineering technician, West Zone, cash award
 MEYER, LINDA, resource clerk, Three Rivers RD, promotion
 MINEAU, JIM, hydrologic technician, Libby RD, cash awards
 MORRIS, TERRI, civil engineering technician, East Zone, cash award
 NESS, DENNIS, civil engineering technician, East Zone, cash award
 NEUMAN, DAN, supervisory civil engineering technician, East Zone, cash award
 PETERSEN, MARK, forestry technician, Libby RD, cash award
 PETERSON, MARGE, personnel assistant, SO, performance award
 PRICE, HOWARD, laborer, East Zone, cash award
 RICH, BRUCE, civil engineering technician, East Zone, cash award
 RIGGLES, SUZANNE, civil engineering technician, East Zone, cash award
 SCHAUS, DIETMAR, forestry technician, Libby RD, cash award
 SHOTZBERGER, DEENA, supervisory forester, Libby RD, cash award
 SHUEY, THERESE, purchasing agent, Fortine RD, performance award

Personnel Actions

STANTUS, PAUL, civil engineering technician, East Zone, cash award
 STEDMAN, LARRY, maintenance worker, East Zone, cash award
 STREET, BILL, forestry technician, Libby RD, cash award
 TANGEN, TERRI, personnel assistant, SO, performance award
 THATCHER, RON, civil engineering technician, East Zone, cash award
 THOMPSON, JEANNE, purchasing agent, SO, performance award
 TUBB, STAN, supervisory forestry technician, Libby RD, cash award
 WARDENSKY, PATTI, forestry technician, Libby RD, cash award
 WEGNER, MARTHA, supervisory civil engineer, East Zone, cash award
 WELLS, RAY, civil engineering technician, East Zone, cash award
 WICKA, MONTE, civil engineering technician, East Zone, cash award & promotion
 WILLISON, JEFF, clerk, Libby RD, cash award
 WISENER, JIM, civil engineering technician, East Zone, cash award
 YOUNG, STEPHEN, maintenance worker, East Zone, cash award

New Employees

KELLEY, LAWRENCE, resource clerk, Libby RD
 SCHITTONE, MARLENA, management assistant, Department of Navy, transfer, SO, accounting technician

Reassignments/Transfers

NEWTON, ANGELA, computer assistant, Rexford RD, reassignment to civilian payroll clerk
 SHUEY, THERESE, purchasing agent, Fortine RD, reassigned, computer clerk, Rexford RD

LEWIS & CLARK NATIONAL FOREST

Awards & Promotions

PARKER, JEFFREY, civil engineering technician, SO, spot award
 SCHWECKE, DIETRICH, supervisor forester, Judith RD, special act award

LOLO NATIONAL FOREST

Awards & Promotions

ARNOLD, DEWEY, West Zone Engineering, promotion, SO, technical services
 BIELER, TRACY, landscape architect, SO, spot award
 BLESSING, RODNEY, civil engineering technician, SO, performance award
 DAGGER, STEVE, forester, Plains/Thompson Falls RD, quality step increase
 DREISBACH, BRIAN, forestry technician, Plains/Thompson Falls RD, performance award
 DREISBACH, CHARLENE, support services supervisor, Plains/Thompson Falls RD, performance award

ERRECART, CARRIE, financial assistant, Plains/Thompson Falls RD, quality step increase
 ERRECART, JOHN, forester, Plains/Thompson Falls RD, quality step increase
 GAGE, RANDALL, supervisory computer specialist, SO, time off award
 GLANZ, KEVIN, civil engineering technician, SO, performance award
 JOHNSON, HARLAN, supervisory contract specialist, SO, quality step increase
 MARTIN, JUDITH, procurement technician, SO, promotion
 MCELDERY, DAVID, civil engineering technician, Plain/Thompson Falls RD, performance award
 ODEGARD, PETER, civil engineering technician, Missoula RD, extra effort award
 PARTYKA, PATRICIA, supervisory forestry technician, Plain/Thompson Falls RD, quality step increase
 RADEN, DOUGLAS, small sales forester, Plains/Thompson Falls RD, quality step increase
 REEL, SUSAN, wildlife biologist, SO, quality step increase
 STALEY, KANDITH, forestry technician, Plains/Thompson Falls RD, quality step increase

Reassignments/Transfers

REDFERN, SAMUEL, supervisory forester, SO, reassignment
 SMITH, BARBARA, office automation clerk, Ninemile RD, transfer

RETIREMENTS

Clyde Riggleman retired after 20 years with the Forest Service. Born in Ismay, Montana, Riggleman graduated from Missoula County High School and worked for Johnson Flying Service in Missoula from 1949 to 1974. He started to work for the Forest Service at the Missoula Aerial Fire Depot in May of 1976. He retired in January as aircraft inspector at the Aerial Fire Depot. Mr. & Mrs. Riggleman will continue to make their home in Missoula. They plan to spend recreation time at King's Point at Polson, Montana, on Flathead Lake.

IN MEMORIAM

Lynn Marion Lathrop, 82 died January 9 in Lewiston, Idaho. He served with the U.S. Army in the South Pacific in World War II, 1942-1945. Lathrop first worked for the Forest Service on the Bear Springs RD, Maupin, OR, Mt. Hood NF. He later served as fire control officer for the Zig Zag (Oregon) RD, Mt. Hood NF. At the time of his retirement in 1973, Lathrop was on the fire management staff in the Pacific Northwest regional headquarters in Portland.

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